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Occupational health and safety management systems — Requirements with guidance for use

Systèmes de management de la santé et de la sécurité au travail — Exigences avec directives d'utilisation

ICS: 13.100

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Foreword

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work ISO collaborates closely with the International Electrotechnical Commission (IEC) on all matters of electrotechnical standardization.

The procedures used to develop this document and those intended for its further maintenance are described in the ISO/IEC Directives, Part 1. In particular the different approval criteria needed for the different types of ISO documents should be noted. This document was drafted in accordance with the editorial rules of the ISO/IEC Directives, Part 2 (see www.iso.org/directives).

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The committee responsible for this document is Project Committee ISO/PC 283, *Occupational health and safety management systems*.

NOTE TO THIS DRAFT (which will not be included in the published International Standard):

This text has been prepared using the “high-level structure” (i.e. clause sequence, common text and terminology) provided in Annex SL, Appendix 2 of the ISO/IEC Directives, Part 1, Consolidated ISO Supplement, 2014. This is intended to enhance alignment among ISO's management system standards, and to facilitate their implementation for organizations that need to meet the requirements of two or more such standards simultaneously.

The text of Annex SL is highlighted in the main body of the text (clauses 1 to 10) by the use of **blue** font. This is only to facilitate analysis and will not be incorporated in the final version of ISO 45001.

This new harmonized approach allows for the addition of discipline-specific (in this case OH&S specific) text which has been applied by including the following:

- a) specific OH&S management system requirements considered essential to meet the scope of the ISO 45001 standard;
- b) requirements and notes to clarify and ensure consistent interpretation and implementation of the common text in the context of an OH&S management system.

Where text from Annex SL has not been applied, this is indicated in **blue font with strikeout**.

Introduction

0.1 Background

At the time of developing this International Standard, the International Labour Organization (ILO) estimates that 2.3 million people die every year from work-related accidents and diseases. An organization is responsible for the health and safety of its workers and that of other persons under its control who are performing work on its behalf, including promoting and protecting their physical and mental health. The adoption of an occupational health and safety (OH&S) management system is intended to enable an organization to improve its OH&S performance in the enhancement of health and safety at work and to manage its OH&S risks.

NOTE 1 The term "occupational safety and health" ("OSH") has the same meaning as "occupational health and safety" ("OH&S").

NOTE 2 The term "worker" (see 3.3) is defined to include top management (see 3.12), managerial and non-managerial persons.

0.2 Aim of an OH&S management system

The purpose of an OH&S management system is to provide a framework for managing the prevention of death, work-related injury and ill health. The intended outcome is to prevent death, work-related injury and ill health to workers, to improve and provide a safe and healthy workplace for its workers and other persons under its control. An organization's activities can pose a risk of death, work-related injury and ill health, consequently it is critically important for the organization to eliminate or minimize OH&S risks by taking effective preventive measures. When these measures are applied by the organization through its OH&S management system (supported by the use of appropriate controls, methods and tools, at all levels in the organization) they improve its OH&S performance. It can be more effective and efficient to take early action to address potential opportunities for improvement of OH&S performance.

An OH&S management system can enable an organization to improve its OH&S performance by:

- a) developing and implementing an OH&S policy and OH&S objectives;
- b) ensuring top management demonstrate leadership and commitment with respect to the OH&S management system;
- c) establishing systematic processes which consider its context (see A.4.1) and which take into account its risks and its opportunities;
- d) determining the hazards and OH&S risks associated with its activities; seeking to eliminate them, or putting in controls to minimize their potential effects;
- e) establishing operational controls to eliminate or minimize its OH&S risks;
- f) increasing awareness of its OH&S hazards and risks, and associated operational controls, through information, communication and training;
- g) evaluating its OH&S performance and seeking to improve it;
- h) establishing and developing the necessary competencies;
- i) developing and supporting an occupational health and safety culture in the organization;

205 j) ensuring that workers, and where they exist, workers' representatives, are informed, consulted and
206 participate.

207 An OH&S management system can assist an organization to fulfil its applicable legal requirements.

208 **0.3 Success factors**

209 The implementation of an OH&S management system is a strategic and operational decision for an
210 organization. The success of the OH&S management system depends on leadership, commitment and
211 participation from all levels and functions of the organization. The implementation and sustainability of
212 an OH&S management system, its effectiveness and its ability to achieve its objectives are dependent on
213 a number of key factors which can include:

214 a) top management leadership and commitment;

215 b) top management developing, leading and promoting a culture in the organization that supports the
216 OH&S management system;

217 c) participation of workers, and where they exist, workers' representatives;

218 d) processes for communication and consultation;

219 e) allocation of the necessary resources for its sustainability;

220 f) clear OH&S policies, which are compatible with the overall strategic objectives and direction of the
221 organization;

222 g) the integration of the OH&S management system into the organization's business processes;

223 h) the continual evaluation and monitoring of the OH&S management system to improve OH&S
224 performance;

225 i) OH&S objectives that align with the OH&S policies and reflect the organization's OH&S hazards and
226 risks;

227 j) awareness of its applicable legal requirements and other requirements;

228 k) effective processes for identification of OH&S hazards, control of the OH&S risks and taking
229 advantage of OH&S opportunities.

230 This International Standard, like other International Standards, is not intended to increase or change an
231 organization's legal requirements.

232

233 Demonstration of successful implementation of this International Standard can be used by an
234 organization to give assurance to workers and other interested parties that an effective OH&S
235 management system is in place. Adoption of this International Standard, however, will not in itself
236 guarantee optimal outcomes.

237 The level of detail, the complexity, the extent of documented information, and the resources needed to
238 ensure the success of an organization's OH&S management system will depend on a number of factors,
239 such as:

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